

SPOKANE TARGETED WAGE INITIATIVE

Targeted Wage Initiative

The better attached someone is to the labor market the higher the likelihood they will stay on the job and advance in wages.

The Targeted Wage Initiative (TWI) fits within the WorkFirst philosophy and service delivery design. The proposed changes add to existing activities, but do not change the concept of assisting families to increase their income through employment. Even in this model, the labor market remains the test for employability and job search is the first activity.

Spokane's targeted wage is \$8.50 per hour and High wage for Spokane is \$12.00 per hour.

Screening

DSHS staff will continue to screen for job readiness all clients applying for TANF. This screening is primarily done to see if the client has emergent issues hindering their participation in job search, such as family violence, homelessness, lack of childcare and transportation, etc. If clients do not have readily identifiable issues preventing them from looking for work, they will be referred to Employment Security for job search activities.

Targeted Wage Initiative begins when clients are screened ready for job search and referred to ESD. ESD will conduct weekly reviews of each customer in job search to determine progress and whether the activity that the customer is engaged in is appropriate. All clients in TWI are considered job search clients until ESD determines client is unable to participate in job search.

(Week 1)Evaluations, Assessments and Work Prep Workshop

- CASAS testing: TWI clients will be CASAS tested in the first week when possible. If scheduling cannot be accommodated, the client will be tested prior to the 4th week evaluation. Clients that will not be tested will be those previously tested in CASAS, those with GED, High School diploma or degrees from

accredited colleges. Co-located college staff will develop a schedule for each CSO.

- **WorkKeys:** The work skills evaluation will be the cornerstone of the activities that the customers engage in throughout their participation in job search. It will be used to direct customers to specific employers, and specific opportunities to enhance their employability. Assessments will be done in three phases:
 - (Week 1)
Phase I, WorkKeys assessment tool “Discover” each Friday from 9:30am to 12:00pm for all new job search customers.
 - (Week's 2 – 3)
Phase II, WorkKeys assessment will be administered at each CSO. Dates and times of the assessments will remain fluid and determined by each site and will be administered during the 30-hour workshop.
Phase III, ES staff will conduct a “one on one” interpretation with the customer either on Friday before graduation or on Monday the start of the third week of Job Search.
- 4th Week Evaluation: ESD staff will do an in-depth evaluation at the client's 4th week of job search. This evaluation may include the CASAS, WorkKeys, CAPS, COPES and COPS and other educational test results and recommendations from co-located college staff.
- Work Prep Workshop: day during the first week clients will participate in group activities covering topics such as dressing for success, fact finding, definition of success, goal setting, education of electronic tools and resource room familiarization). This is an open-enrollment period where clients can enter at any point.
- Job Success Plans are completed at the orientation.

(Week 2)Work Skills Evaluation Workshop

- 30-hour job search workshop at CSO

Targeted Wage Participation Tracks

Clients completing the Workshop will be placed in one of three participation tracks:

- Target Job Search with ESD
- Customized Job Skills Training with TECC/SCC/SFCC
- High Wage/High-Demand Training with SCC/SFCC

(Weeks 3-4 Targeted Job Search)

- 5 day Job Search
- OJT's and Job Development
- 4th Week Evaluation (including additional assessments as identified)
- Market/advise customers about CJST, OJT, HWHD training
- High Wage Placements and Exits

(Weeks 5-8) Targeted Job Search

- 5 day Job Search
- OJT's and Job Development
- 8th Week Evaluation (including additional assessments as identified)
- Market/advise customers about CJST, OJT, HWHD training
- High Wage Placements and Exits

(Weeks 9-12) Targeted Job Search

- Final Phase
- Pursue and accept any minimum wage job
- Report to ESD twice daily
- Market/advise customers about CJST, OJT, HWHD training
- Final Evaluation (including additional assessments as identified)
- ESD staff will initiate case staffing with DSHS staff when necessary

Clients Unable to Continue in Job Search

- Clients who fail to show for job search activities will be referred back to their Case Manager and receive a pre-sanction letter to begin the good cause process.
- Clients who are referred back from ESD due to other issues that are interfering with job search: ESD will set up a case staffing with DSHS Case Manager to determine next steps. As a result of the staffing the client may be referred back to ESD or any number of services available through Community Jobs, Colleges, contractors or other community programs.

U:\TWI - SPOKANE TARGETED WAGE INITIATIVE 01-27-03.doc